



HEROES

Initial Leaflet

Deliverable 2.2



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Deliverable Plan

| | |
|---------------------------|-------------------------------------|
| Deliverable lead partner | 15 - SK MoH |
| Contributing partner(s) | 1 - AGENAS, 17- ICS |
| Work Package | WP2 Communication and Dissemination |
| Deliverable type | Initial Leaflet |
| Contractual delivery date | 31.03.2023 |
| Actual delivery date | 31.07.2023 |
| Dissemination level | Public |
| Version | 1.00 |

STATEMENT OF ORIGINALITY

This deliverable contains original unpublished work except where clearly indicated otherwise. Acknowledgement of previously published material and of the work of others has been made through appropriate citation, quotation or both.

DISCLAIMER

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The HEROES Joint Action (Hereinafter HEROES JA) is aimed at improving the health workforce planning capacities of European countries so to ensure accessibility, sustainability, and resilience of healthcare services. The HEROES JA addresses three main objectives:

1. to improve databases used in health workforce planning;
2. to develop effective tools and methods to carry out health workforce planning;
3. to define the best skill-mix needed by professionals to carry out health workforce planning.

The main aim of WP2 – communication and dissemination is to facilitate coherent, effective and sustainable external and internal communication of the HEROES JA and to ensure that its objectives, activities, results and deliverables are known to both the project partners and all other stakeholders of the action

One of the HEROES JA dissemination and communication tools is the leaflet. The leaflet is prepared in both digital form and form for printing. The digital version of the leaflet is formatted in PDF form for easy dissemination of the document to target groups via email, website platforms, etc. Moreover, the electronic version of the leaflet will be also available for download on the project website to allow every project partner to use it for their own dissemination activities. The printed version is designed to be printed as a three-fold brochure to be circulated at external dissemination events such as conferences, workshops, meetings or other outreach events. With the leaflet we aim to create an overall knowledge about the JA and its aims among relevant target groups and stakeholders.

The content is clear and easily understandable by any audience. The leaflet includes brief information about the project, the project partners, objectives, outcomes and expected impact.

| Country | Organisation |
|----------------|---|
| Italy | National Agency for Regional Health Services |
| Belgium | Sciensano |
| Croatia | Croatian Institute of Public Health |
| Czech republic | Ministry of Health of the Czech Republic |
| Estonia | Ministry of Social Affairs |
| Greece | Health Quality Assurance Organization |
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| Italy | Ministry of Health |
| Belgium | Standing Committee of European Doctors |
| Belgium | European Health Management Association |
| Estonia | National Institute for Health Development |
| Estonia | Health and Welfare Information Systems Centre |
| Estonia | Health Board |
| Germany | Federal Institute for Vocational Education and Training |
| Germany | Federal Ministry of Health |
| International Organizations | World Health Organization Regional Office for Europe |



CONTACT

Coordination team:
National Agency for Regional Health Services (Age.Na.S), Italy

Dissemination team:
Ministry of Health, Slovak Republic

heroes@agenas.it

[@JA_HEROES](https://twitter.com/JA_HEROES)

www.healthworkforce.eu



JA HEROES

Joint Action on Health workfOrce to meet health challEngES

19 European countries and 51 partner organizations working together to improve the health workforce planning capacities so as to ensure accessibility, sustainability, and resilience of healthcare workforce

Granting authority:
European Health and Digital Executive Agency (HaDEA) under the powers delegated by the European Commission

Project duration: 36 months
1 February 2023 - 31 January 2026

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FACTS

Despite the development of technology, digitalisation, medical devices, pharmaceutical research and innovation, the foundation of an effective and resilient health system, is the health workforce.

Complex systems such as health systems, characterised by emergencies and a rapid evolving population needs, require advanced planning systems that can support countries to manage:

- a) the balance between the current supply of health workforce, the health workforce demand and the needs of the population;
- b) the balance between training capacity, future supply and future estimated demand of the health workforce;
- c) the balance between specialised and high-level skills and sustainability and flexibility of the health workforce.

Countries need to equip themselves with systems, models, tools, data and information that enable policy makers to make long term decisions about training, recruitment and retention of the health workforce in health facilities at different levels, taking into account the changing demand of the population, the models for organising the health services to meet those demand and the possibility that such systems may be exposed to health shocks and crises.



THE GENERAL OBJECTIVE OF JA HEROES

Is to improve the countries' capacity for health workforce planning to ensure accessible, sustainable and resilient health systems focusing on **4 MAIN AREAS**:

- 1 databases, data collection, analysis, linkages, sources, on health workforce supply and demand;
- 2 forecasting tools and planning methodologies to address health workforce future challenges;
- 3 development and enhancement of skills and capacities for effective management of the health workforce planning systems at national and regional levels;
- 4 stakeholders engagement for a successful and sustainable health workforce governance.

STEPS

- a) defining a sustainable framework for health workforce intelligence and data gathering
- b) assessing the current situation in each country involved in HEROES
- c) defining area of improvement, identify key stakeholders and possible actions to be taken at national and/or regional level
- d) testing and piloting good practices in the four domains at national/regional level

Moreover, the Joint Action HEROES will also create:

- ♦ a forum bringing together all key stakeholders to explore ways of promoting and leveraging the improvement of the health workforce planning system in each country;
- ♦ a community of practice where all partners can develop, collect and share knowledge through "winning actions", dedicated seminars and workshops, and other activities.

HEROES Work Packages



Work Package 1: Coordination

Ensuring the appropriate management and coordination of the project.

Work Package 2: Communication and Dissemination

Disseminating high quality information on the results and progress of the Joint Action in order to contribute to the development of a sustainable health workforce planning in the EU Member States.

Work Package 3: Evaluation

Evaluating the quality of the overall project to verify and ensure that the outputs are effective, innovative and fit for purpose in order to guarantee a high impact.

Work Package 4: Sustainability

Supporting the uptake of good practices and the scaling up of pilot projects with new knowledge and understanding, based on the main evidence of implementation and results achieved.

Work Package 5

Improving health workforce planning capacity in Portugal, Norway, Greece, Sweden, Spain, Italy.

Work Package 6

Improving health workforce planning capacity in Croatia, Romania, Slovenia, Lithuania, Hungary, Poland.

Work Package 7

Improving health workforce planning capacity in Belgium, Estonia, the Netherlands, Slovakia, Czechia, Malta, Germany.



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CONTACT

Coordination team:

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Dissemination team:

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 heroes@agenas.it

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Beneficiaries

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